

Welcome!

**Cultural Competence with Disability:
Conversations for Access
and Possibility**

Please mute your microphone and stop your camera. Find the [Meeting Chat](#) box and, if you wish, introduce yourself.

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Housekeeping

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Recorded webinar and slides
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**Cultural Competence
with Disability:
Conversations for Access
and Possibility**

July, 2015

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Presenter

Theresa I. Soto

Ministerial Intern; Vice President, EqUUal Access

Host

Melanie J. Davis

UUA OWL Program Associate

Tech Support

Susan Lawrence

UUA Managing Editor

UUA Faith Development Office





"You Get Proud By Practicing"

Laura Hershey

WEBINAR PLAN

- Opening words
- Context: Why?
- Old v. New Story
- Power of words
 - Naming
 - Crosswalk, example
- Paradigm of invitation
- What you can offer
- Self-identification
- Calm space for discussion
- Out-of-the-box thinking
- Open-ended, nonjudgmental questions
- Keys to participation
- Resources! Questions?
- Closing words



What are your access needs?



Access is a means by which we participate in community.

The underlying question:
What are the conditions that allow for your fullest and freest participation?

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Why is this an important conversation?



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Old Story v. New Story

- Disability is an illness.
 - Disabled bodies are worse than able.
 - Access is a burden.
- Disability is a natural occurrence.
 - All bodies are good.
 - Access is good for everyone.



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What the [P]ower names you has consequences -- regardless of whether you are that thing or not.

- Ta-Nehisi Coates

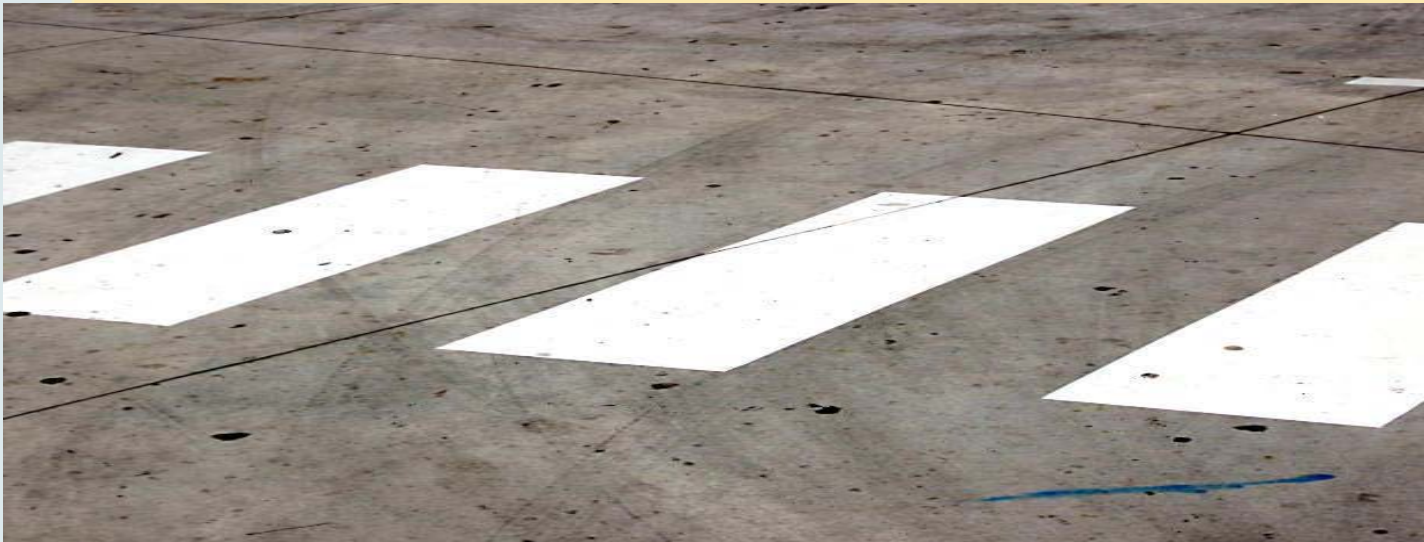
Photo by David Shankbone,
Brooklyn Book Fair, 2010,
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[A story about a crosswalk]
What words are appropriate to use?



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“When referring to people of short stature, Little People of America will use the terms ‘dwarf,’ ‘little person,’ ‘person with dwarfism,’ or ‘person of short stature.’ In addition to promoting positive language around people of short stature, Little People of America will ... spread awareness to prevent use of the word ‘midget,’ considered offensive by Little People of America.”

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Paradigm of Offer and Invitation

You will see that there are various offers you can make.

- 'Yes' and 'No' must both be acceptable answers.
- Sometimes your offers will be turned down, even roughly.
- Disabled people have been hurt by lack of access.
- Open door policy.

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What You Can Offer...

- **Self-identification**

person with a disability, disabled person, autistic, Deaf (including culturally deaf)

Some people whom you may identify as disabled may not identify as such.



What You Can Offer...

- **Calm space for discussion**

This means that you will have done the work beforehand to address your own fears.

For some it may be a private matter; for others, a matter of details.



What You Can Offer...



- **Out-of-the-box thinking**

The point is not to do something the way everyone else does it.

Rather, the point is participation, belonging, joy, community, and many other possibilities of Unitarian Universalism.

[Story about the music video]

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What You Can Offer...

- **Open-ended, nonjudgmental questions**
Shifting the kinds of questions we ask



- *Can you think of anything that would help you participate more fully?*
- *Do you have any concerns about doing XYZ activity?*



Keys to Participation

There are no three magic ways or seven helpful methods.

The means of maximizing participation is **relationship.**



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Bonus!

With whom could you have your next conversation for participation?



What are the possibilities?

participation, belonging,
friendship, empathy,
joy, solidarity

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Resources! Questions?

Want to learn more?

Visit:

<http://bit.ly/1glhseM>

What other questions do you have about having conversations for participation?



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Closing Words

A living tradition is not bequeathed
through some law of inheritance;
it must be earned, not without dust
and heat,
and not without humbling grace.

-- James Luther Adams
Lifting Our Voices, #166

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August Continuing Education

FDO Webinar: Peer and Professional Support for Religious Educators

with the Liberal Religious Educators Association
(LREDA)

Tues. Aug. 18 at 1 pm Eastern
or, Wed. Aug. 19 at 9 pm Eastern

Renaissance Module: Ministry with Youth

led by Jennifer Nichols and Meagan Henry

Aug. 12-14, Ocean Grove, New Jersey
Central East Region / jconway@uua.org

This webinar has been
recorded and will be
posted online at

[www.uua.org/re/teachers
/webinars.](http://www.uua.org/re/teachers/webinars)